

**Government of Southern Sudan  
Ministry of Education, Science and Technology  
Southern Sudan Technical Assistance Program**

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Funded by USAID/EQUIP2  
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(AED) and EQUIP2 Partners

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**Quarterly Report**

**October 2007 - December 2007**

**Submitted by:  
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## **I. INTRODUCTION**

This quarterly report covers the activities of the USAID-funded Technical Assistance Program (TAP) Phase II for three months from 1 October to 31 December 2007. TAP Phase II is a four-year program that continues the capacity-building work at the Government of Southern Sudan, Ministry of Education, Science and Technology (GoSS-MoEST) level, but also places senior-level advisors in State Ministries of Education (SMoEs). The Academy for Educational Development (AED) leads the Phase II program and provides the long-term advisors. AED, as well as USAID/EQUIP 2 partners, International Rescue Committee (IRC) and American Institutes for Research (AIR), will provide short-term technical assistance in specialized areas.

The most important TAP Phase II activities of the quarter centered on the arrival of the team of three new senior-level State Education Advisors and the initiation of their activities in the State Ministries of Education. Dr. Charles Kanyarusoke arrived in mid October and started his work in Western and Central Equatoria State Ministries of Education. Mr. Tsehaye Haile arrived in late November and started his work in Upper Nile and Unity State Ministries of Education. Dr. Grace Akukwe also arrived in late November and started her work in Western and Northern Bahr el Ghazal State Ministries of Education. Dr. Elizabeth Leu, continued working as an advisor at GoSS-MoEST as well as managing the overall TAP program.

In addition to intensive work on the initiation of TAP activities at the state level, the main accomplishments of this quarter were: 1) technical assistance to GoSS-MoEST on the Education Act by all four advisors; 2) general planning for the State Advisors Program to be augmented by two MDTF-funded advisors; 3) technical support and training for the Stages 3 and 4 teacher in-service professional development materials; 4) development of several programs with ministry officers (secondary teachers' orientation program and entrepreneurship education materials).

## **II. TAP: PROGRAM ACTIVITIES**

Major program activities in the Southern Sudan Technical Assistance Program during the quarter are described below.

### **1) Senior State Education Advisors Program**

In order to fulfill the objective of delivering concrete, visible education services at the local level more quickly, more effectively, and with greater quality, GoSS-MoEST has initiated the Senior State Ministry of Education Advisors Program. Building on the design first put forward by USAID, the GoSS ministry is planning to deploy five senior-level advisors who

will work with all of the ten State Ministries of Education. The first three advisors are being funded by USAID under the Technical Assistance Program. During the quarter under review, all three advisors arrived in Southern Sudan and have started their work in the state ministries. Each of the advisors will work in two states, thus covering six states with the work of the TAP advisors. GoSS-MoEST is planning to recruit two additional advisors under MDTF funding who will also work in two states each, thus covering the remaining four states. The advisors in the State Advisors Program are being placed in the ten states as follows:

<b>GoSS-MoEST Senior State Ministry of Education Advisors Program</b>	
<b>Paired States</b>	<b>Funding Source/Posting of Advisor/ Name of Advisor</b>
Western Bahr el Ghazal State Northern Bahr el Ghazal State	USAID/TAP advisor based in Wau <b>(Dr. Grace Akukwe)</b>
Upper Nile State Unity State	USAID/TAP advisor based in Malakal <b>(Mr. Tsehaye Haile)</b>
Western Equatoria State Central Equatoria State	USAID/TAP advisor based in Yambio <b>(Dr. Charles Kanyarusoke)</b>
Lakes State Warrap State	MDTF advisor based in Rumbek (not recruited yet)
Jonglei State Eastern Equatoria State	MDTF advisor based in Torit (not recruited yet)

GoSS-MoEST has also aside USAID to fund ten State Ministry of Education Volunteers through an extension of the Diaspora Skills Transfer Program. These volunteers will be assigned to each state ministry and will work under the supervision of the Senior State Ministry of Education Advisors. Their work will help to intensify the scope and impact of all capacity-building work at the state, county, payam and school levels.

The work of the state advisors is to build capacity in the state ministries in planning and budgeting, systems building, program implementation, monitoring and evaluation, and other priority areas as identified by the state ministries. The state advisors will work closely with the state ministries on implementation of the MDTF-funded programs such as the Teacher Head Count, the Fast Track and In-service Program, and the Alternative Education System Program.

**Charles Kanyarusoke (Western Equatoria/Central Equatoria)**

Dr. Charles Kanyarusoke who worked previously on the USAID-funded SBEP program in Southern Sudan is a highly experienced education professional who specializes in the use of technology in education and in the development of instructional materials. Dr. Kanyarusoke arrived in Nairobi on 13 October and took part in the USAID PMP planning meeting in Nairobi on 16 October before proceeding to

Juba on 17 October. He immediately participated in orientation and planning at the GoSS ministry. He traveled to Yambio with the TAP COP and the Program Officer for Finance from 23-26 October to discuss the State Advisors Program with the Minister and her senior officers, initiate a needs assessment, and discuss the plan of work.

After a period of work at Maridi Curriculum Development Center, described below, Dr. Kanyarusoke returned to Yambio concentrating his work on design of and planning for the teacher verification exercise carried out by the ministry in all counties of the state in late November and early December.

In addition to the work in Western Equatoria, Dr. Kanyarusoke also carried out preliminary meetings with the Central Equatoria State Minister during the ERDF meeting in Wau in early December.

At the request of the GoSS ministry, and as approved by the USAID CTO, Dr. Kanyarusoke is devoting about 25% of his time over a period of three months to the training of a team of curriculum developers who are working on teacher professional development materials at the Maridi Curriculum Development Center. He carried out the first period of work in Maridi from 30 October to 17 November during which he trained 10 curriculum officers and 30 curriculum writers in materials development.

#### **Tsehaye Haile (Upper Nile/Unity)**

Mr. Tsehaye Haile has many years of experience working with UNICEF as an education officer (most recently in South Kordofan) specializing in educational planning, administration and community participation programs. He arrived in Juba on 25 November and, after two days of orientation meetings at GoSS-MoEST, traveled with the COP to Malakal to meet with the Minister of Education and various ministry officers from 27-29 November. During this period and after Mr. Haile's return to Malakal on 13 December, meetings were also carried out with UNICEF in Malakal on ways to collaborate on programs in Upper Nile and Unity States.

Mr. Haile carried out additional meetings with the Upper Nile minister and initial meetings with the Unity State Minister of Education and Director General during the ERDF meeting in Wau in early December.

#### **Grace Akukwe (Western Bahr el Ghazal/Northern Bahr el Ghazal)**

Dr. Grace Akukwe arrived in Juba on 28 November. Dr. Akukwe is experienced in various areas of educational research, program design and planning, teacher development, materials development and program management. After several days of orientation and planning at GoSS-MoEST and with the TAP team, Dr. Akukwe traveled to her post in Wau on 3 December both to settle in Wau and to participate in the ERDF meetings. Her initial meetings with the ministry officers took place during and after the ERDF. In addition to needs assessment and program planning, she worked

with the Director of Planning in the Western Bahr el Ghazal Ministry of Education on the 2008 plan and budget.

Dr. Akukwe met with the Minister from Northern Bahr el Ghazal during the ERDF meetings to discuss the State Advisors Program and plan for her first visit to Aweil in January.

## **2) State Advisors Program: MDTF-funded Advisors**

The GoSS-MoEST advisor and COP continued working with the ministry on development of and further recruitment for the State Advisors Program that will be funded by MDTF. The advisor prepared documents for submission to MDTF, re-wrote job descriptions according to the specifications of the World Bank, created a data base of potential advisors using the process and short-lists from AED's TAP recruitment of advisors, and submitted all documents to MDTF and the ministry. However, during the quarter final approval was not given for the program so it has not moved forward to the stage of defining the roles and responsibilities of GoSS-MoEST and the TAP, nor has the recruitment process for advisors gone forward.

## **3) Technical Assistance Program Phase II and Year 1 Planning**

In addition to the orientation and planning meetings held with individual new advisors as they arrived, two days of planning meetings of the whole team on programmatic and administrative topics were held on 1 and 2 December immediately after all of the advisors had arrived. The meetings included a briefing for the advisors by the USAID CTO on 1 December. Short planning meetings continued during the following week in Wau when the opportunity arose. In addition to general orientation to the TAP and goal setting, the team worked on the work plan for TAP year 1. The team also worked on a needs assessment format to be used across all of the states.

The GoSS-MoEST advisor and COP, the Program Officer for Finance/Monitoring and Evaluation, and the State Advisor based in Yambio attended the PMP meeting in Nairobi during which reporting targets for 2007 were reviewed, targets for 2008 set, and procedures for auditing results clarified.

During the quarter under review the following documents were developed as part of overall TAP programmatic and administrative planning: 1) TAP Work Plan draft; 2) PMP plan agreed-upon targets; 3) preliminary Monitoring and Evaluation Plan; 4) Local-hire Personnel Plan; 5) Risk Management and Security Plan; 6) Branding Plan.

## **4) ERDF in Wau 4-6 December 2007**

The Education Reconstruction and Development Forum (ERDF) is an important meeting for planning and information dissemination that takes place twice a year in various

locations in Southern Sudan. It includes senior GoSS-MoEST staff, senior staff from State Ministries of Education, development partners, NGOs, donors and other stakeholders. The ERDF during the quarter under review took place in Wau from 4 to 6 December in Wau. The GoSS-MoEST advisor and COP participated in planning for the ERDF with a committee formed by the Undersecretary starting on 21 November. While the ERDF provided a review of ongoing programs, the meeting focused on critical issues of teacher verification and school construction.

The entire new TAP team of advisors and the consultant Program Officer for Administrative Systems traveled to Wau on 3 December to participate in the ERDF.

### **5) Technical Assistance and Training: Teacher In-service Materials Development**

At the request of the Undersecretary and with the agreement of the USAID CTO, Dr. Charles Kanyarusoke is participating in the development of Stage 3 and 4 materials for the GoSS-MoEST In-service Teacher Professional Development Program. Based on the pre-service Broad Curriculum, Stages 1 and 2 were developed two years ago under the USAID-funded SBEP program at the Maridi Curriculum Development Center (CDC) with Dr. Kanyarusoke acting as advisor to the program at the time. Work has not proceeded in the intervening period of time on the materials and completing the in-service course materials is a priority of the GoSS ministry.

The present in-service curriculum development program at the Maridi CDC is a three- to four-month program funded by MDTF. The ten existing CDC officers are facilitating the program and the writers consist of 30 mainly young teachers working in their areas of specialty. Facilitators from Jesuit Relief Service are helping to lead the program.

Dr. Kanyarusoke worked with this program in Maridi between 30 October and 17 November (his next involvement in the training and materials development work in Maridi will be approximately one week in late January 2008). His task in this program is two-fold.

- Training the CDC officers in the management of curriculum materials development as well as in the facilitation and writing of materials; he is also training the writers in techniques of writing professional development materials.
- Ensuring that, from a technical point of view, the materials are of the best quality that is possible, given the lack of experience of the group.

The approximately eight Stage 3 and eight Stage 4 professional development materials will be printed in copies of several thousand which will contribute to the TAP PMP targets for 2008. The training and materials development are summarized in the following table:

<b>Training accomplished and materials developed through TAP Technical assistance to Maridi CDC</b>
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Education officers trained: 9 Curriculum writers trained: 30 Materials being developed: 16 Copies of each to be printed: approx. 2,000+
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## **6) Technical Assistance and Training: Education Act**

The whole TAP team has worked with GoSS-MoEST on the draft of the Education Act that was introduced in the day following the ERDF meetings in Wau, 7 December. Dr. Akukwe and Mr. Haile participated in working groups during the meeting in Wau. Subsequent planning meetings took place at GoSS-MoEST between 11 and 14 December in which Dr. Leu participated, followed by a one-day workshop on 15 December for approximately 50 ministry officers and development partners. Dr. Leu and Dr. Akukwe facilitated parts of the meeting.

Following this meeting, Dr. Akukwe took the lead in working with ministry teams to develop the next draft of the act over the next few weeks. She and Mr. Haile worked intensively during the Christmas and New Year period, with the participation of two UNICEF officers, although the ministry officers who had been assigned to the work did not participate until after the holidays. The working group is developing three related acts that will be combined under one cover:

- Southern Sudan Education Act
- Schools Act
- Teaching Service Act

The work continued in January under Dr. Akukwe's lead, with Dr. Kanyarusoke continuing participation in the work. After Dr. Akukwe's return to Wau on 16 January, Dr. Leu took the lead for the TAP's work with the GoSS-MoEST officers on the Act. The Minister is insisting on having the act completed through a participatory process to be presented to the Council of Ministers in March.

The intense committee-based discussions in the Education Act work group has become a form of training for ministry officers in the creation and development of a legal basis of an education system.

## **7) Planning of New Curriculum Workshops for Secondary Teachers**

Dr. Leu worked with the Department of Secondary Education and Jesuit Relief Services to develop a proposal and budget for MDTF funding of an orientation program for secondary teachers to the new Southern Sudan curriculum for secondary education that will be introduced when schools open in April 2008. Although the proposal was completed, the budget framework developed, and training given so that the budget could be developed, the department was not able to complete the work or submit the proposal to MDTF.

### **8) Development of Ideas and Presentation on Entrepreneurship Education**

At the request of the Undersecretary, Dr. Leu led a group that worked on the relevance of entrepreneurship education in Southern Sudan. The group gathered information using the internet to become familiar with entrepreneurship education programs in the European Union and in Africa. Following that, the working group presented its ideas to a small ministry group and briefed the Undersecretary and developed a presentation for him to give at a conference to which he was invited in Vienna in late November. The thrust of the group's work and the presentation emphasized the link between the active learning principles that underpin Southern Sudan's new curriculum and entrepreneurial or creative thinking. The Undersecretary did not attend the conference and the materials were not used, although the process developed deepened understanding of strong advocates for active learning among the members of the working group.

### **9) National Teacher Education Strategy: Summary Paper**

At the request of the Undersecretary, the GoSS-MoEST advisor and COP worked with the Directorate of Quality Promotion and Innovation and the Department of Teacher Education and Training in November to write a revision and summary of the draft National Teacher Education Strategy paper that was developed a year ago by the Technical Assistance Program. The summary paper will be used as a guideline to teacher strategy in future and will be included in the Teacher Service Act being developed as part of the Education Act.

### **10) Technical Working Group, Teacher Education and Training: Development of Framework for GoSS-MoEST/Partner Cooperation on Teacher Education and Training**

The GoSS-MoEST advisor and COP worked with the Department of Teacher Education and Training to design and facilitate the Technical Working Group meeting on Teacher Education and Training held at Rockshield on 29 October.

A product of this meeting was the development of a framework for GoSS-MoEST/partner cooperation (information dissemination on programs and action).

The GoSS-MoEST advisor also participated in the Technical Working Group on Alternative Education Systems on 7 November.

## **11) Collaboration with Other Programs**

Collaboration with other programs has increased during the quarter covered in this report. There was extensive collaboration during the quarter with UNICEF and with the Winrock Girls' Education Program team. TAP advisors have worked with UNICEF staff in each of the state locations and have planned to work closely together at the state level. The TAP advisor in Malakal and in Yambio are both living at the UNICEF compounds which has increased the frequency of communication and collaboration. UNICEF and TAP staff have also worked together closely on the Education Act at GoSS-MoEST.

The TAP team and the Winrock Girls' Education team have established close working relationships at the Juba level and also at the state level. The Winrock team has contributed to the Education Act on issues of gender. The TAP team and Winrock advisor at GoSS-MoEST have worked closely together. The two COPs have consulted on a wide range of programmatic and administrative matters.

The TAP team worked more closely during the quarter with the GoSS-MoEST EMIS team collecting school-level data under a UNICEF/AED contract. The EMIS team has moved into quarters directly beside the TAP container and Mr. Fahim Akbar, an AED consultant from Malawi, worked in both offices between 23 November and 7 December. Collaboration consisted primarily of bringing together strategies for data collection and for integration of the program into the ministry.

## **III. TAP: ADMINISTRATIVE START-UP ACTIVITIES FOR PHASE II**

During the quarter the following administrative activities were carried out, mainly related to establishing a foundation of good administrative systems for the implementation of Phase II in its first and subsequent years.

- TAP financial management and reporting systems further developed and refined. Financial system set up to operate in four TAP locations - Juba, Wau, Malakal, and Yambio. All TAP financial management and reporting to AED head office is now done entirely in Southern Sudan. All banking set up through Nile Commercial Bank Juba and branches in Yambio, Malakal, and Wau.
- Risk management plans and security systems for both civil emergencies and health emergencies refined and further developed in new locations. Contact made with UNDSS, UNOCHA, and UNMIS in the three sites outside of Juba where TAP advisors are now stationed. Visits were made to all relevant security agencies as part of initial visits. Information on health facilities was collected in order to develop strategies for dealing with health emergencies in all TAP locations.
- Suitable accommodation secured for the three new state advisors in Malakal, Yambio, and Wau, agreements or contracts drawn up, advisors introduced to their new accommodation. The TAP strategy for the time being, since there is just one

advisors in each of four locations, is to move into already existing living arrangements rather than set up separate compounds. Accommodation at Malakal and Yambio has been found in the UNICEF residential compounds which seems to be the best available in these towns. In Wau, as in Juba, the advisor lives in a hotel/encampment.

- The Branding Plan for TAP was developed and submitted.
- The tax code was found during this quarter and will be applied to all Sudanese employees beginning in January. Labor laws are still in draft form. A Personnel Manual was developed during the quarter but will be amended when the labor law is approved to be in compliance with Southern Sudanese labor law.
- Procurement procedures were completed for the purchase of two cars and documents were submitted by an AED contracts officer to the USAID contracts officer in Nairobi.
- TAP obtained tax exemption for the import of two cars from the Ministry of Finance.
- A Work Permit, Residence Permit, Multi-entry Visa were obtained for Dr. Kanyarusoke. Obtained Work Permit and Residence Permit for Dr. Akukwe and Mr. Haile. A problem with obtaining Multi-entry Visas was uncovered in the process and there may be difficulty in getting a multi-entry visa for Dr. Akukwe and Mr. Haile for whom Work Permits and Residence Permits were secured soon after their arrival in Southern Sudan.
- Communications strategies for the new program four locations were further investigated and some communications equipment purchased, taking into consideration the fact that the advisors will be traveling frequently outside of the post to which they are assigned.
- Administrative systems were refined and developed for the Juba office and for the offices in the locations outside of Juba.
- Procurement of office equipment for the state advisors was started for Yambio and Wau in December.
- The former Diaspora car was sent to Yambio in November for the use of Dr. Kanyarusoke.

#### **IV. STAFF NOTES**

##### **Mr. Jino Meri visit to Nairobi AED Regional Office**

Mr. Jino Meri, Program Officer for Finance/Monitoring and Evaluation, visited the AED Regional Office in Nairobi between 14 and 17 November. While this trip was funded by the AED head office for administrative purposes, Mr. Meri took the opportunity to work with Regional Office staff on various administrative, financial and procurement issues related to TAP. He also met with Mr. Ken Rhodes, AED home office director for the TAP, who was briefly in Nairobi at that time.

##### **Mr. Filbert Ojok to the Ministry of Presidential Affairs**

Mr. Filbert Ojok, a former Diaspora Volunteer, was hired on 13 November on an initial consultancy to perform the duties of Program Officer for Administrative Systems in the TAP. Mr. Ojok carried out a variety of administrative tasks associated with the arrival of the new advisors and helped set up basic administrative systems in the TAP office. His scope of work was to combine administrative work on the TAP with technical work in building administrative systems in the state ministries. At the end of December, before he had signed his long-term contract, Mr. Ojok was offered a position as Director of Administration in the Ministry of Presidential Affairs. He reluctantly decided not to take up the long-term AED/TAP contract in order to serve Southern Sudan more directly in the Ministry of Presidential Affairs.

#### **Staff leave taken at the end of December**

Dr. Charles Kanyarusoke took a week's leave in Uganda at the end of December. Dr. Elizabeth Leu took two and a half weeks' leave in Washington at the end of December/early January during which she worked part time at AED on TAP matters. Dr. Grace Akukwe and Mr. Tsehaye Haile spent the holidays in Juba working on the Education Act (they did not stay in Wau and Malakal for security reasons because all flights were canceled during the holidays). Mr. Jino Meri, Mr. Charles Black, and Mr. Filbert Ojok all took short leave with their families outside of Juba at the end of December.

## **V. MAJOR GoSS-MoEST ISSUES OCTOBER-DECEMBER 2007**

#### **Budget Shortfall and Funds Availability**

Budget shortfall dominated planning efforts during the quarter, since the projected or authorized budget from the Ministry of Finance and Economic Planning for education in 2008 has fallen for the second year.

#### **School Construction**

Issues of school construction also dominated during the quarter under review. Multiple meetings were held concerning the bidding process, the unexpectedly high bids that were submitted, and the ways to handle the greatly reduced number of schools that can be built under the initial MDTF funds available for school construction. Rather than 100 new schools, only approximately 30 can be built, given the level of bids and the sophisticated eight-classroom brick and mortar design that was the basis of the bidding process. Many of the states now support more simple designs that will allow more schools to be built.

#### **Teacher Verification and Registration**

A pressing problem, central to the difficulties with the overall budget for the education sector and transfers to the states for teachers' salaries, continues to be uncertainty about the number of teachers in Southern Sudan. Estimates of the numbers of teachers submitted by the states have risen over the last year from 7,000 to 17,000 to 28,000 (and according to a later report to 40,000) which is only one indication of uncertainty about who is counted and how, and if those counted are really teachers. When combined with the overall shortage of

funds for the education sector, in particular for teachers' salaries, the verification and registration of teachers, leading to a reliable payroll system, becomes a critical issue. At the end of the quarter and during the ERDF in December, this was made a prime issue. A teacher head count will be carried out in the first quarter of 2008 with MDTF funding. The teacher payroll system will then be developed by Buani Consulting.

#### **Multi Donor Trust Fund (MDTF) Bidding Progress**

Although several activities funded by MDTF have been or are being implemented directly by GoSS-MoEST (e.g. Fast Track Program Pilot Phase III; printing of textbooks; development of State 3 and Stage 4 teacher in-service materials), the bidding process for additional programs that was initiated during the previous quarter had not been concluded. AED was informed that it had won the Fast Track and In-service on the basis of technical and financial points, but the program has not yet been started by the ministry. Other bids, particularly the Alternative Education Systems bid, are also in process. The MDTF will fund the teacher head count in the first quarter of 2008.

#### **ERDF in Wau 4-6 December 2007**

The ERDF in Wau concentrated on issues of budget shortage, teacher verification, and school construction, all of which are connected. The states reported on the efforts that they had made so far to verify their numbers of teachers and support staff that they have initiated, revealing more activity at the state level than previously realized.

#### **Installation of VSATs in State Ministries of Education**

The importance of the installation of VSATs in State Ministries of Education cannot be understated or underestimated. Further progress has been made during the quarter on the installation of VSATs in state ministries of education. With GoSS-MoEST funding, VSATs are now installed in ministries in Yambio, Bentiu, Torit, Aweil, Bor, Wau and Rumbek. Malakal will have a VSAT as soon as premises are renovated. Previous lack of communication between GoSS-MoEST and SMoEs has greatly hampered progress in moving program implementation to the state and levels. New communication possibilities will also be essential to the success of TAP Phase II and to the State Advisors Program.

#### **Renovation of GoSS-MoEST Building**

The renovation of the GoSS-MoEST building is complete. Formal opening and use of the building are awaiting the arrival of furniture for some of the offices. The building is connected to the new city electricity supply. There remain some issues to be resolved about internet connection in the building. The TAP has been promised office space in the new building.

## **VI. SOUTHERN SUDAN TA PROGRAM DELIVERABLES**

### **Status of Southern Sudan TA Program Deliverables by LTTAs**

<b>No.</b>	<b>Deliverable</b>	<b>Due</b>	<b>Status</b>
1	Quarterly Reports	Quarterly	Submitted
2	Refined EQUIP 2 Work Plan	end May	Approved
3	Revised TORs for LTTAs	end May, October	Approved
<b>Deliverables completed by Long-term Technical Advisors</b>			
5	One-year Work Plan for Data & Statistics Unit	May 06	Draft submitted to MOEST end May
6	HR Skills Development Matrix	May 06	Presentation State Planners Workshop end May; activity put on hold upon resignation of Senior Education Advisor
7	Finalize Education Sector Implementation Plan	May 06	Submitted
8	Identify short-term assignments for Diaspora skilled volunteers in state ministries	May 06	Draft TORs submitted to MoEST
9	Situational analysis of 2005 Annual Education Census (AEC) and EMIS system	Jun 06	Submitted and Approved
10	Presentation of key 2005 AEC statistics	July	Awaiting completion of AEC; task transferred to EMIS / UNICEF team
11	Time Management Training/Office Culture	Aug	Removed from Work Plan
12	Strategy for integrating HIV/AIDS information into National Teacher Education Strategy	Sep	Removed from Work Plan
13	Strategy for Alternative Education Unit for launch of Literacy Campaign in September	Sep 06	Submitted to MoEST
14	Conduct 2006 Annual Education Census	end Nov	Task transferred to EMIS/UNICEF team
15	Presentation of key 2006 AEC statistics	December	Task transferred to EMIS/UNICEF team
16	Assist the Data & Statistics Unit to develop a system for collecting, analyzing & reporting data	September	Task transferred to EMIS/UNICEF team
17	Draft National Teachers' Code of Conduct	Nov 06	Submitted to MoEST
18	Fast Track Programme Syllabus and Guide	Dec 06	Syllabus and Guide approved by MoEST
19	PowerPoint presentation for Minister developed with the UNICEF advisor in the ministry	Dec 06	Submitted to and used by Minister
20	Development of proposals and budgets for five training activities in the Directorate of Quality Promotion and Innovation for 200-day plan	Dec 06	Submitted to MoEST and Ministry of Finance
21	Situational Analysis of Educational Quality and School-based Management	Feb 07	Submitted to MoEST in late February

22	Situational Analysis of Vocational Education Programs	Feb 07	Submitted to MoEST in late February
23	Fast Track Teacher Education and Training Programme – Phase I	Jan 07	Carried out in January – various planning and evaluation documents submitted to MoEST
24	Fast Track Teacher Education and Training Programme – Phase II	Feb 07	Carried out in February – various planning and evaluation documents submitted to MoEST
25	Planning for Fast Track Teacher Education and Training Programme – Phase III	Mar 07	Carried out in March – various planning and evaluation documents designed and submitted to MoEST
26	Education Planning and Mobilization Workshop in Rumbek: Teacher development	Feb 07	Organization and Power Point for presentation of teacher development work
27	Education Planning and Mobilization Workshop in Rumbek: Design and implementation of the workshop	Feb 07	Design of planning work for: 1) MoEST's four priority areas and 2) ten state groups.
28	Leverage of over \$1 million for Fast Track Program from MDTF	Feb-Apr 07	Funds secured and used for the program in April, May, June
29	Implementation of Fast Track Program – Phase III which trained 1,229 new teachers in ten states plus Abyei	May-Jun 07	Pilot program completed, analysis of successes and challenges under way to prepare for further funding proposals
30	Development of Monitoring and Evaluation formats for the FTP	Apr 07	Formats used and data submitted, analysis under way
31	Development, along with MDTF financial officer, of financial accounting formats for FTP	Apr 07	Formats used and accounts submitted, verification and approval of accounts under way
32	Application for Assistance for Phase II of TAP	May 07	Submitted on deadline of 29 May
33	Fast Track Preliminary Final Report	Jun 07	Submitted to D/G, Undersecretary, GoSS Minister, state Ministers
34	Fast Track Final Report	Jul-Aug 07	Submitted by D/G Quality Promotion and Innovation to Undersecretary, Minister, state ministries, etc.
35	Proposal to MDTF for State 3 and Stage 4 teacher in-service materials development	Jul-Aug 07	GoSS-MoEST submitted to MDTF/World Bank in August
36	Proposal to MDTF for two state advisors	Sep 07	GoSS-MoEST submitted to MDTF/World Bank in September
37	Development of design and introductory materials on GoSS-MoEST State Advisor Program	Sep 07	GoSS-MoEST sent to all state ministers and GoSS- MoEST D/Gs in September
38	Proposal for Secondary Teachers Orientation to New Curriculum	Oct 07	Submitted to GoSS-MoEST department, not submitted to MDTF
39	Terms of Reference for MDTF state advisors according to World Bank request	Oct 07	Submitted to MDTF
40	Entrepreneurship education concept paper and PowerPoint slide draft	Oct 07	Submitted to GoSS-MoEST

41	Program design for TWG on Teacher Education and Training	Nov 07	Used to guide TWG meeting
42	Framework for GoSS-MoEST-partner cooperation from TWG-TET	Nov 07	Submitted to GoSS-MoEST
43	Summary of National Teacher Education Strategy	Nov 07	Submitted to GoSS-MoEST
44	TAP Phase II Year 1 workplan	Nov 07	Draft submitted to AED and USAID
45	Risk Management Plan	Nov 07	Submitted to AED
46	TAP Branding Plan	Nov 07	Submitted to USAID
47	Local Hire Personnel Handbook	Nov 07	Submitted to AED
48	Teacher Verification Formats for Western Equatoria State	Nov 07	Submitted to the Minister WES
49	Strategy Paper on Teacher Verification for Western Equatoria State	Nov 07	Submitted to the Minister WES
50	PMP documents for 2007	Oct 07	Submitted to USAID
51	Ad hoc tasks as requested by the Undersecretary, the Minister	Ongoing	Drafting parts of reports, editing reports, drafting letters, etc.
52	Ad hoc tasks as requested by the Director General, Directorate of Quality Promotion and Innovation	Ongoing	Mainly development of planning and reporting documents for the Directorate

### Status of Southern Sudan TA Program Deliverables by STTAs

No.	Deliverable	Due	Status
<b>Deliverables completed by Short-term Technical Advisors</b>			
1	Preparation of Minister's Education Policy Paper to Legislative Assembly in May	May (9 days)	Submitted May; Updated September; Legislative Assembly address now in October
2	National Teacher Education Strategy	end July (30 days)	Submitted to MOEST, USAID
3	Prepare State Workshop on language policy (Gr 1-3) in preparation for Language Policy Workshop	September (20 days)	Materials submitted to MoEST, USAID
4	Updated MOEST organizational structure; linkage to states; identification of counterpart in MOEST to conduct future up-dates	Sept 06	Submitted to MoEST for comment
5	GoSS-MoEST Policy Handbook	Sept –Dec 06, Jan 07	Completed, 50 copies printed, and submitted to MoEST for distribution for further comment
6	Under Secretary Policy Address for State Ministers' Meeting	September	Submitted to MoEST
7	Payroll Spreadsheet	September	Submitted to MoEST
8	Overhead Expense Spreadsheet	September	Submitted to MoEST

9	Donor Coordination Meetings, State Ministers' Meetings – agenda, minutes	September, Continuing	State Ministers' Meeting notes submitted to MoEST
10	Template for Directorate Reporting	October	Submitted to MoEST
11	Guidelines for NGO commencement of activities in education sector in Southern Sudan	November	Submitted to MoEST
12	2007 MoEST Budget Request and Justification	November	Submitted to MoEST
13	Request to MoFEP for 200 Day Plan activity funding	November	Submitted to MoEST
14	Assess 2 state education systems (South Kordofan & Upper Nile); work with SPLM to prepare 3-year strategy for education reform	end October (60 days)	Consultancy cancelled
15	Ad hoc tasks as required by Minister or Undersecretary	Ongoing	
16	Ad hoc time for review of materials, documents etc.	Ongoing	
17	Proposed Pilot Program to Create and Operate the Employment Skills Development Centre: Business Stream	May 07	Developed by Joe Cohen, discussed at submitted to MoEST-GoSS, MDTF
18	Various reports and recommendations generated by Joe Cohen on FTP	May 07	Submitted to MoEST-GoSS
19	One-month Consultancy Report on Fast Track Follow-up by Jino Meri	Aug 07	Submitted to TAP advisor and Directorate of Quality Promotion and Innovation
20	Training report by Baraki Zeselassie on financial training in Juba	Sept 07	Submitted to TAP in draft at the end of September, full report coming in first week of October

## VII. ACTIVITIES PLANNED FOR UPCOMING QUARTER

The following summarizes the major activities, not all activities, planned for implementation in the upcoming quarter as part of the TAP.

Month	TAP Program Phase II Planned Major Activities
January 2008	<ul style="list-style-type: none"> <li>o Carry out initial contacts and hold planning meetings with the second state in each state advisor's pair of states.</li> <li>o Carry out needs assessment in each state according to the TAP format.</li> <li>o Develop plans for each state based on the core activities in the workplan, the needs assessment carried out at the state level, and programs agreed upon with the state ministries.</li> <li>o Start working with each state on at least one of the major activities agreed upon.</li> <li>o Start working with all states on teacher verification according to their already carried out activities and according to the MoEST head count process.</li> </ul>

	<ul style="list-style-type: none"> <li>o Work with the Undersecretary on formal establishment of the State Advisors Program within MoEST, set up working committee.</li> <li>o Start recruitment of the two MDTF state advisors.</li> <li>o Work with MoEST on completion of the draft of the Education Act.</li> <li>o Revise workplan submitted to AED and USAID.</li> <li>o Start development of a comprehensive Project Monitoring Plan based on the EQUIP2 educational reform and capacity building framework</li> <li>o Work with MoEST on 2008 plans and budget development.</li> <li>o Work with Directorate of Quality Promotion and Innovation, Department of Teacher Education and Training on the National Teacher Education Strategy document and the implementation of the provisions of the strategy document.</li> </ul>
February 2008	<ul style="list-style-type: none"> <li>o Work with all states where advisors are posted on the teacher verification/head count.</li> <li>o Work with all states where advisors are posted on initiation of the Fast Track and In-service program, if the contract is signed and the program starts in this month.</li> <li>o Continue work to develop management of the State Advisors Program within MoEST (in the Undersecretary's office) and recruitment of two new advisors.</li> <li>o Develop and agree upon list of deliverables to be completed by the end of the first quarter of 2008 at the end of March.</li> <li>o Continue work with MoEST and states on the Education Act.</li> </ul>
March 2008	<ul style="list-style-type: none"> <li>o Integrate State Advisors Programs (USAID and MDTF funded advisors).</li> <li>o Work with MoEST on the orientation and introduction of new MDTF advisors in the four remaining states, develop workplans, complete needs assessment.</li> <li>o Work with integration of the head count process and results so that the state ministries can base their teacher registration and payroll systems on the head count results.</li> <li>o Complete first round of deliverables as agreed.</li> <li>o Start work with the capacity-building framework as a monitoring and evaluation tool within the state ministries.</li> <li>o Work on Fast Track and In-service program as initiated by MoEST with MDTF funding at the GoSS-MoEST level.</li> <li>o Continue work with MoEST and SMOEs on the Education Act, preparing final draft for submission to the Council of Ministers in mid March.</li> </ul>